

INTERNAL USE ONLY

REGISTRY
FILE *Personnel 15*

DD/S 73-1068

MEMORANDUM FOR: Director of Personnel

Harry:

More on rotational tours of S and SP
people --

Agreed that specific positions not be
held for this purpose and agreed that change of Career
Service not be required. But change of service not be
prohibited.

Illustrative of the general philosophi-
cal difference which really concerns me was the SP
position on [redacted]

I've asked [redacted] to explore
further with [redacted]

15/Rob
Robert S. Wattles

Atts
OP Background

cc: Acting Career Management Officer, DD/S

ADD/S:RSW/ms (19 Mar 73)

Distribution:

- Orig & 1 - Adse, w/Origs of Background (DD/S 73-0904,
73-0660)
- 1 - Acting DD/S CMO, w/cy of Background + cy of
DD/S 73-1005
- 1 - DD/S Chrono
- 1 - DD/S Subject, w/cy of Background + orig of
DD/S 73-1005
- 1 - RSW Chrono

DD/S 73-1005: Informal Memo dtd 13 Mar 73 for ADD/S fr
D/Pers re positions in S or SP Service.

PERS

73-808/A/1

DD/S 73-1005

13 MAR 1973

MEMORANDUM FOR: Assistant Deputy Director for Support

Bob:

I guess I didn't make my point too clearly. I don't believe we should identify specific positions in "S" Service or SP Service that will always be filled by representative of other Service. I am willing to consider "tours" either way with no requirement that career designation be changed. Does this change your response?



Harry B. Fisher
Director of Personnel

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DD/S Distribution:

Orig - DD/S Subject; w/background (DD/S 73-0904)

1 - Acting CMO, DD/S, w/cy of background

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DD/S 73-0904

FILE

DD/S 73-0904

8 MAR 1973

MEMORANDUM FOR: Director of Personnel

Harry:

We have considered the Junior Advisory Panel paper on interchange between S and SP jobs/people. Unquestionably there is good experience to be had. Such developmental exposure is more and more the name of the game, but until you and the Personnel Career Service are prepared to make it a two-way street, I'm afraid there won't be much traffic.

Is/Bob

Robert S. Wattles

Att

Memo dtd 24 Jan 73 for D/Pers fr Chairman,
SP Junior Advisory Panel, subj: Planned
Rotational Assignments Between the Personnel
and Support Career Services

ADD/S:RSW/ms (8 Mar 73)

Distribution:

- Orig & 1 - Adse, w/Orig Att (DD/S 73-0660) + Routing Slip to ADD/S fr D/Pers
- 1 - DD/S Chrono
- 1 - DD/S Subject, w/cy of Att + Routing Slip & Background
- 1 - RSW Chrono

| SENDER WILL CHECK CLASSIFICATION TOP AND BOTTOM | | | | | |
|--|------------------|--------------|------|----------------|----------|
| UNCLASSIFIED | | CONFIDENTIAL | | SECRET | |
| OFFICIAL ROUTING SLIP | | | | | |
| TO | NAME AND ADDRESS | | DATE | | INITIALS |
| 1 | APPS | | | | |
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| ACTION | | DIRECT REPLY | | PREPARE REPLY | |
| APPROVAL | | DISPATCH | | RECOMMENDATION | |
| COMMENT | | FILE | | RETURN | |
| CONCURRENCE | | INFORMATION | | SIGNATURE | |
| Remarks: <p>I've promised the JAPS that I would send their paper forward. I really don't agree that "certain positions" be identified to be filled by of course into on that I identify certain of positions. I do agree</p> | | | | | |
| FOLD HERE TO RETURN TO SENDER | | | | | |
| FROM: NAME, ADDRESS AND PHONE NO. | | | | DATE | |
| | | | | 20 FEB 1973 | |
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FORM NO.
1-67

237

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(40)

STATINTL

with the suggestion that you
considers drawing on SP careerists
to fill ~~an~~ overseas support positions
from time to time - with the
understanding that they are not
changing career service but will
return to SP. This might be
mutually advantageous particularly
at the lower grade levels -



STATINTL

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2013 73-8660

24 January 1973

MEMORANDUM FOR: Director of Personnel

SUBJECT : Planned Rotational Assignments
Between the Personnel and Support
Career Services

1. Examination of the Agency's organizational structure and the functions assigned to Personnel and Support Careerists suggests that many of the positions are readily interchangeable. From the standpoints of individual career development and better manpower utilization, it appears desirable to encourage a certain amount of planned rotation between our Career Service and the Support Career Service, both at Headquarters and in the field.

2. These rotations would be extremely beneficial to both Personnel and Support Careerists. We have only a limited number of overseas positions and the number keeps shrinking year after year. If Personnel Careerists are to have the opportunity to gain overseas experience that would enable them to enhance their value to operating components at Headquarters, then rotation to Support positions is the only possible route. However, only one Personnel Careerist is currently assigned to a Support position overseas. The Support Service is faced with the opposite problem. Approximately [] of Support positions are [] This requires many Support Careerists to follow a rather nomadic career with little opportunity for meaningful Headquarters assignments. By assigning Personnel Careerists to Support positions overseas and Support Careerists to Personnel positions at Headquarters, we would bring about a more favorable balance of assignments for both Career Services.

3. We propose that the Deputy Director for Support identify certain Headquarters and overseas Support positions that would be filled on a continuing basis by Personnel Careerists and, concurrently, that you identify Personnel positions that could be occupied by Support Careerists.

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Granted, this type of mutually beneficial interchange already takes place, but the arrangements are on a hit or miss basis and should be formalized to reap the maximum benefit to both Career Services. We believe that this cross fertilization will benefit individual officers, the DDS Career Services, and the operating components we serve.



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Chairman
SP Junior Advisory Panel

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: 7 MAR 1973

NOTE FOR : Assistant Deputy Director for Support

SUBJECT : Planned Rotational Assignments Between the Personnel
and Support Career Services

REFERENCE: Memo to D/Pers frm Chmn, SP JAP, dtd 24 Jan 73,
same subj

1. I agree with the concept of a rotational interchange program between the Personnel and the Support Career Services as presented in the JAPS paper to the Director of Personnel. I do not, however, believe that it is realistic to identify certain Headquarters and overseas positions to be filled on a continuing basis. It seems to me that a better solution would be an agreement between the career services involved to permit "X" number of careerists this opportunity. The specific assignments involved could change from year to year. I find the JAPS paper very much oriented toward the fact that very few overseas Support positions are encumbered by Personnel Careerists and with the diminishing number of SP positions overseas available, the opportunity to obtain overseas experience in the Personnel Career Service is extremely limited. On the other hand the opportunity for Support Careerists to serve in a meaningful SP job at Headquarters would be a plus for "S" Careerists.

2. I note with interest Mr. Fisher's comment that he agrees with the JAP suggestion that the Support Career Service consider drawing on SP Careerists to fill overseas Support positions but also note he made no comment about his willingness to accept "S" Careerists against SP positions on a rotational basis. I believe this represents one of our major problems to overcome and that is complete agreement by the Office Heads concerned to a mutual rotational program with the "S" Career Service-- not a one-sided exchange.

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2 March 1973

NOTE FOR: ADDS

I agree with Harry that it is impractical to identify "S" positions that routinely would be filled by "SP" careerists and "SP" positions that would routinely be filled by "S" careerists.

Harry seems quite willing to have us use "SP" careerists in "S" jobs abroad, but he doesn't say he is equally willing to have our "S" careerists occupy "SP" positions at Headquarters, the latter point being a strong recommendation in paper. As a former "SP" careerist, I believe I can testify to the fact that the type experience you gain as a personnel officer is invaluable in doing a generalist job, and I strongly support tours of duty of "S" careerists in "SP" positions at Headquarters to gain that nuts and bolts experience.

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SSA-DDS